

Strategic Plan 2011-2016

Version 1, September 2010

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INTRODUCTION

Previous iterations of the Strategic Plan contained goals that sought to establish PEO C4I as the single provider of C4I on new construction ships; foster an acquisition workforce that rewarded performance excellence; and institutionalize Continuous Process Improvement. Considerable progress was made toward attaining those goals.

OPNAV Notice 3090, issued in January 2010, published the PEO C4I Roadmap to align Navy C4I systems procured by shipbuilding and conversion programs with those supported by the Navy Modernization Plan; workforce training and recognition were significantly enhanced; and the improvements and cost savings attained through the implementation of CPI and Lean Six Sigma were recognized at the highest levels of government.

This Strategic Plan for the period of 2011-2016 establishes a new focus and determination by the PEO C4I leadership team to deliver cost-effective, integrated, fully-supported information capabilities for the warfighter. The plan was developed in concert with the goals and objectives established by our chain of command, Team SPAWAR and the priorities outlined by the Chief of Naval Operations.

We have narrowed our focus to concentrate our efforts in the areas of minimizing costs, rapidly deliver capabilities and continuing to develop a workforce equipped to achieve acquisition excellence. Performance measures will be critical in assessing progress and each of you will play an important role in helping us achieve our strategic imperatives. To be truly successful, we must work together to leverage every person and every resource available. This will require:

- Methods and processes that maximize return on investment and the delivery of fully integrated and tested end-to-end C4I capabilities to the warfighter
- Strengthened engagement and alignment with the systems commands, other PEOs, OPNAV N2/N6, the fleet and the other services
- A reinvigorated stakeholder engagement strategy to ensure we meet the needs of the warfighters
- Well-defined and consistently applied messaging about PEO C4I's value proposition

These are challenging times. Our forces remain engaged in operations in Iraq and Afghanistan; we continue to face an austere budget climate; and rapid advances in technology have created new challenges in cyberspace. While challenging, this is also a time of great opportunity to make meaningful improvements and enhanced contributions to our Navy/ Marine Corps team. We must overcome the obstacles and challenges and continue to deliver real value and competitive advantage to our forces.



Jerry K. Burroughs
Rear Admiral, U.S. Navy
Program Executive Officer
Command, Control, Communications, Computers and Intelligence



Vision

Information Dominance: Anytime, Anywhere ...

Mission

Provide integrated communication and information technology systems that enable information dominance and the command and control of maritime forces

Strategic Goals

MINIMIZE COST, DELIVER CAPABILITY

“Minimize total ownership cost, while delivering integrated C4I capabilities”

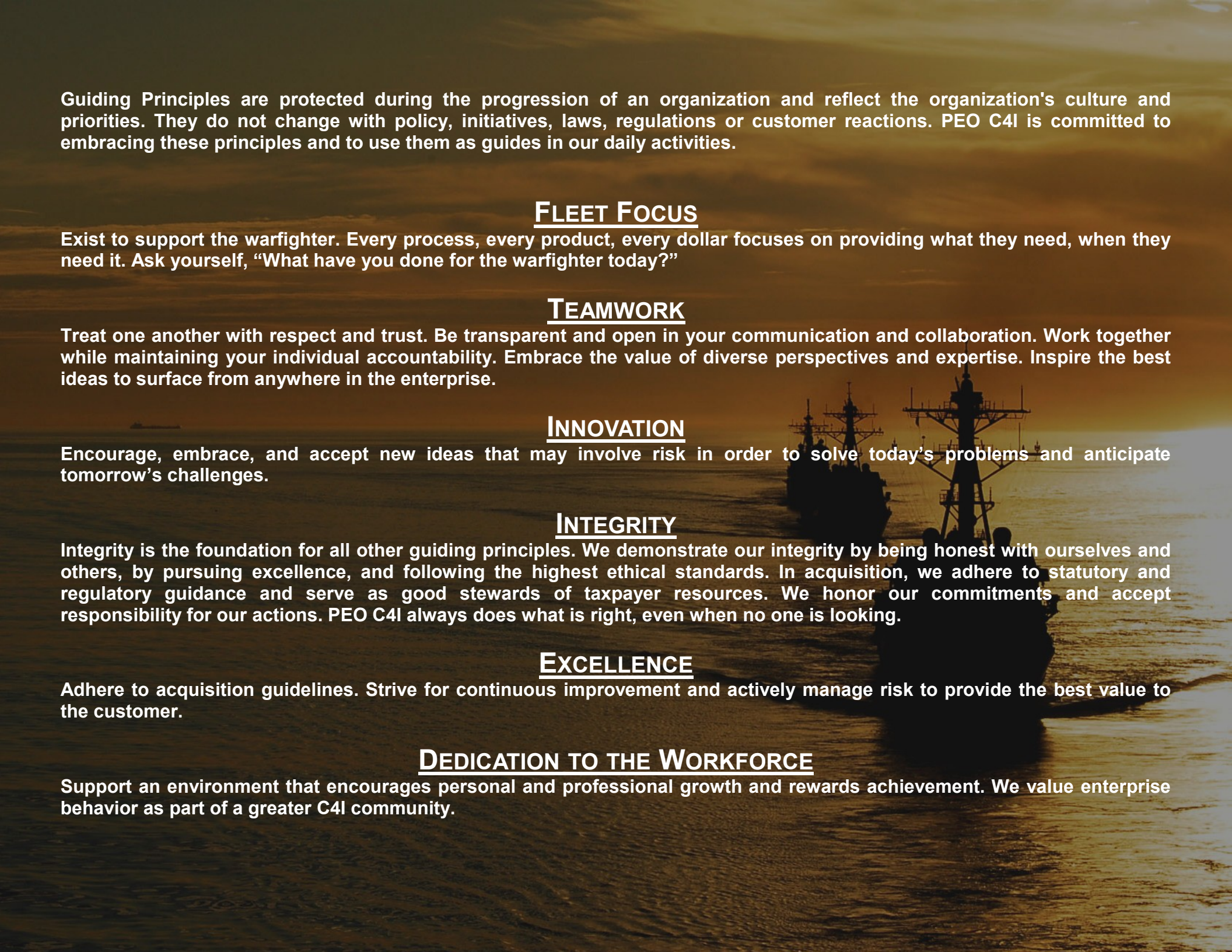
RAPID CAPABILITIES TO THE WARFIGHTER

“Foster focused innovation to rapidly field relevant capabilities to meet existing and emerging warfighter needs”

DEVELOP WORKFORCE, ACHIEVE EXCELLENCE

“Develop an aligned, agile workforce equipped to achieve acquisition excellence in a dynamic environment”



A fleet of naval ships, including several destroyers, is seen from a distance, sailing on the ocean. The scene is set during sunset or sunrise, with a warm, golden glow across the sky and water. The ships are silhouetted against the bright horizon, creating a sense of depth and scale.

Guiding Principles are protected during the progression of an organization and reflect the organization's culture and priorities. They do not change with policy, initiatives, laws, regulations or customer reactions. PEO C4I is committed to embracing these principles and to use them as guides in our daily activities.

FLEET FOCUS

Exist to support the warfighter. Every process, every product, every dollar focuses on providing what they need, when they need it. Ask yourself, "What have you done for the warfighter today?"

TEAMWORK

Treat one another with respect and trust. Be transparent and open in your communication and collaboration. Work together while maintaining your individual accountability. Embrace the value of diverse perspectives and expertise. Inspire the best ideas to surface from anywhere in the enterprise.

INNOVATION

Encourage, embrace, and accept new ideas that may involve risk in order to solve today's problems and anticipate tomorrow's challenges.

INTEGRITY

Integrity is the foundation for all other guiding principles. We demonstrate our integrity by being honest with ourselves and others, by pursuing excellence, and following the highest ethical standards. In acquisition, we adhere to statutory and regulatory guidance and serve as good stewards of taxpayer resources. We honor our commitments and accept responsibility for our actions. PEO C4I always does what is right, even when no one is looking.

EXCELLENCE

Adhere to acquisition guidelines. Strive for continuous improvement and actively manage risk to provide the best value to the customer.

DEDICATION TO THE WORKFORCE

Support an environment that encourages personal and professional growth and rewards achievement. We value enterprise behavior as part of a greater C4I community.

Goal One

MINIMIZE COST, DELIVER INTEGRATED CAPABILITIES

"Minimize total ownership cost, while delivering integrated C4I capabilities."

Goal Champion: CAPT John Pope, Principal Deputy PEO

1.1 Reduce variance in C4I baselines across platforms

- Objective Owner: CAPT Ken Ritter, Program Manager, PMW 760

1.2 Deliver integrated, tested and supported C4I baselines

- Objective Owner: Ms. Wendy Smidt, Assistant PEO for Engineering

1.3 Reduce total ownership cost of C4I

- Objective Owner: Mr. Vince Squitieri, Program Manager, PMW 170



Goal Two

RAPID CAPABILITIES TO THE WARFIGHTER

"Foster focused innovation to rapidly field relevant capabilities to meet existing and emerging warfighter needs."

Goal Champion: Mr. Terry Simpson, Principal Deputy for Intelligence

2.1 Improve understanding of warfighter priorities to meet emerging needs

- Objective Owner: CAPT DJ LeGoff, Program Manager, PMW 160

2.2 Establish processes to support rapid introduction of Cyber Warfare capabilities to the fleet

- Objective Owner: Mr. Kevin McNally, Program Manager, PMW 130

2.3 Streamline acquisition processes to rapidly field Information Technology (IT) capability

- Objective Owner: Mr. John Metzger, Deputy PEO for Acquisition Management

2.4 Develop processes to deliver C4I capability via an application store

- Objective Owner: CAPT Bob Parker, Program Manager, PMW 120



Goal Three

DEVELOP WORKFORCE, ACHIEVE EXCELLENCE

"Develop an aligned, agile workforce equipped to achieve acquisition excellence in a dynamic environment."

Goal Champion: CAPT Gary Galloway, Chief of Staff

3.1 Develop a skilled, diverse workforce.

- Objective Owner: Mr. Mark Reinig, Deputy Program Manager, PMW 120

3.2 Ensure C4I can meet current and future workforce demands.

- Objective Owner: Ms. Susie Drew, Deputy PEO for Manpower and Budget

3.3 Reward and recognize high performing personnel and teams.

- Objective Owner: Ms. Susan Senese, PEO C4I Director of Operations

3.4 Improve overall working environment

- Objective Owner: Ms. Susan Senese, PEO C4I Director of Operations



CONCLUSION

This Strategic Plan is not intended to be “shelf-ware” but rather to serve as the keystone document for our day-to-day activities. It is incumbent upon each leader to familiarize their team with the vision, mission, guiding principles, goals and objectives; and to help them understand how their daily activities directly support the plan.

To help us execute to our strategic objectives, we have also created a new Strategic Communications Plan designed to provide a comprehensive strategy for engagements with our stakeholders. The plan includes clear, concise, targeted messaging and employs a new tool to track our engagements; document issues, challenges and outcomes; and plan future engagements to ensure stakeholder needs are being managed and met.

When I assumed command of PEO C4I, I stated that my expectations of you were simple - “your best effort.” Achieving our strategic goals will require a team effort, but I am confident that we have the personnel, the tools and the processes in place to get the job done. As long as you continue to give your best effort, we will be successful in facing the challenges head on.



We get IT.

We also integrate it, install it and support it. For today and tomorrow.

